

Department of Civil Engineering, IIT Kanpur
presents

Webinar for Prospective Faculty Candidates



Faculty Search Committee
December 05, 2024



Webinar Outline

- Short presentation
- Address by the Head of the Department
- Interaction with participants

The session is being recorded.



Presentation Outline

- Why IIT Kanpur?
- What is the application and selection process?
- What it is like to work and live in IIT Kanpur?



IIT Kanpur

- **Established:** 1959
- **Type:** Public institute established by an Act of Indian parliament
- **Area:** 4.3 km² (1,055 acres)
- **Departments:** 20 (Engineering – 11; Sciences – 6, Humanities, Economics, Management)

Many Interdisciplinary programs, National Facilities, Centers and Initiatives

- **Students:** ~8600 (Undergraduate – 4,500; Masters – 2,000; PhD – 2,100)
- **Faculty:** ~550
- **Technical staff:** 500+



Department of Civil Engineering

- **Established:**1961
- High-quality technical manpower for industry, R&D organizations, and academic institutions
- **Human capital**
 - Students - Undergraduate: 140 / batch; PhD: ~120; Masters: ~150
 - Faculty Members - 45
 - Technical staff - 30
- **Degrees:** B.Tech., DIIT, M.Tech, MSR, Ph.D.
- **e-Masters** for industry professionals in Sustainable construction practices & project management



Specializations

- Environmental Engineering (EE)
- Geoinformatics (GI)
- Geotechnical Engineering (GTE)
- Infrastructure Engineering and Management (IEM)
- Hydraulics and Water Resource Engineering (HWRE)
- Structural Engineering (STR)
- Transportation Engineering (TE)

Specific requirements: <https://www.iitk.ac.in/dofa/departments-wise-vacancies-and-area-of-specialization>



Why IIT Kanpur?



Academic Culture

- Academic / Intellectual freedom
- Rigorous and continuously updated curriculum
 - science-based engineering with emphasis on fundamentals



Research Environment

- Fundamental, translational and applied research
- Infrastructure equipped with state-of-the-art facilities
- Support to take challenging problems
- Industry and international collaboration
- Startup Incubation and Innovation Centre (SIIC)



Administrative Ethos

- Transparent and streamlined administrative processes
- Non-hierarchical and non-bureaucratic
- Student-centric and flexible



What is the application and selection process?



Who is Eligible?

- Persons of Indian Origin (PIO) and Overseas Citizens of India (OCI) for regular positions
- Foreign nationals can be offered contractual appointment for up to five years. The appointment can be renewed thereafter.
- PhD in Civil Engineering or a closely related field
- Undergraduate degree in Civil Engineering is not mandatory
- Post-PhD experience is not a requirement, and those who have just graduated or are about to graduate are encouraged to apply



How to Apply?

- Apply anytime!
- Applications are accepted round the year and are given prompt consideration
- Online application at <https://pingala.iitk.ac.in/IITKFR-0/login>



Post-Application Process

Three stages

1. Pre-seminar
2. Seminar
3. Post-seminar



Pre-Seminar Process

- Application received by the Head of the Department
- Sent to the respective specialization indicated by the applicant
- Faculty of the specialization discuss the application and provide feedback to the Head
- Seminar invitation



Seminar

- Research seminar (1 hour)
- Teaching seminar (1 hour, specialization-specific)
- Offline
- Faculty and student interaction before and after the seminar
- A full-day activity!



Post-Seminar Process

- Feedback on seminar given by the faculty colleagues
- **Department Faculty Advisory Committee (DFAC)** discusses the application and shortlists
- Shortlisted candidates presented to the **Institute Faculty Advisory Committee (IFAC)** and called for a final interview
- Interview by selection committee consisting of external experts (can be online)
- Offer letter with a timeline to accept the offer!





What it is like to work and live in IIT Kanpur?

A good resource:

https://www.iitk.ac.in/dofa/data/Faculty_Handbook.pdf



Responsibilities?

- Teaching undergraduate and graduate courses
- Average teaching load is 4-5 contact hours per week
- Supervising graduate theses
- Writing grant proposals and executing awarded research projects in a time-bound manner
- Industrial and governmental consultancy
- Conveying research output as publications, patents, or prototypes
- Other related academic, administrative and outreach responsibilities



Glimpses of the Academic Areas...



Visit the Departmental Website for Details

<https://www.iitk.ac.in/ce/prospective-faculty>



Faculty Life

Professional

- Pay and Perks
- Research and Development
- Leave

Personal

- Family Benefits
- Medical Facilities
- Amenities and Services
- Campus Life



Professional Benefits...1 of 3

Pay

Post	Acad Level	Basic Pay (₹)	Minimum Experience
Assistant Professor (AP) Grade II (Contract)	10	89,800 – 98,200	Fresh Ph.D.
Assistant Professor Grade I (Contract)	11	89,900 – 1,17,200	Ph.D. with 1 year post-Ph.D. experience
Assistant Professor Grade I	12, 13A1	1,01,500 – 1,67,400	Ph.D. with 3 year post-Ph.D. experience
Associate Professor (ASP)	13A2	1,39,600 – 2,11,300	6 y, of which at least three should be at AP Professor level
Professor (P)	14A	1,59,100 – 2,20,200	10 years of which at least four should be at ASP level
HAG Professor	15	1,82,200 – 2,24,100	Exceptional performance at P level

- Additional top-up salary: ₹ 25,0000 p.m. for the first 3 years of service



Professional Benefits...2 of 3

Perks:

- **Transport Allowance:** ₹ 11,016 (fixed);
- **Dearness Allowance:** changes every six months; currently, 53% of basic
- **Traveling allowance for joining:** international travel expenses for the newly joined faculty member and dependent family members to the maximum limit of ₹ 1,50,000.

Merit-Based Perks:

- evaluated on performance against a call for nominations

- **Young Faculty Fellowship:**
 - eligible after 3 years of service for faculty aged up to 40 years
 - top-up salary of ₹ 15,000 p.m. for 3 years
- **Faculty Chair:**
 - eligible after 3 years of service for faculty of any age
 - top-up salary of ₹ 25,000 p.m. for 3 years



Professional Benefits...3 of 3

R&D related

- **Initiation grant of ₹ 25 lakhs:** ₹ 3 lakhs on joining and the rest upon submission of a proposal to initiate the research or set up a laboratory
- **Cumulative Professional Development Allowance (CPDA):** ₹ 3 + 1 lakhs for a block of 3 years for international travel or purchase of books or software
- **Research stipend to all doctoral students provided by the Institute**

Leave

- **As per Institute statutes and GoI rules:**
- 8 Casual, 60 Vacation (after every semester and during mid-sem recess), Medical, Maternity and Paternity Leaves, Child Care on need basis (details in faculty handbook), Earned Leave, Short Leave, Sabbatical after min years of service



Personal Benefits...1 of 3

Family

- Children's school fee up to grade XII is reimbursed, subject to a limit of ₹ 2250 per month per child and at most two children after your regularization
- Leave Travel Concession (LTC) is provided to you and the dependent family members in blocks of four years to travel once to your home town and once to any place within India as per current Gol rules; **new recruits are permitted LTC every year for the first eight years of their joining**

Medical

- The Institute has a Health Centre (HC) equipped with pharmacy, a clinical laboratory and a 30-bed indoor ward
- Faculty and his/her dependents entitled to free medical care at Health Centre on campus
- Reimbursement of medical expenses off campus subject to Gol norms
- Emergency care is provided round-the-clock
- In addition to having male and female doctors on its rolls, the Institute retains the services of experts as "Medical Adviser" on a consultancy basis

Personal Benefits...2 of 3

Amenities and Services

- **Faculty Club**
- **Swimming Pool**
- **Gymnasium, Yoga Hall**
- **Spouse Employment Cell**
- **Three Schools on Campus:**
 - Kislaya: Nursery to Prep
 - Campus School: Prep to Grade V
 - Kendriya Vidyalay (Central school): Grade I to XI
- **Off campus private schools within 5 km**
- **Play school on campus: Snehan**
- **Nursery**



Personal Benefits...2 of 3

Campus Life

- **Accommodation on campus at a nominal rent, based on seniority :**
Type III (1200 sq ft)
Type IV (2000 sq ft): for faculty with AP 12 and above
Type V (2600 sq ft): for faculty with AP 14A and above
- **Every apartment / house is connected via high-speed LAN, and has a phone.**
Phone usage is reimbursable
- **Recreational avenues including a squash, tennis, and badminton courts; fully equipped gymnasium; athletics, cricket, hockey, and football fields.**



Glimpses of Students' Activity Centres...





Thank you